

# **The Constitution of**

## **Sindh Professors' & Lecturers' Association**

### **(SPLA)**

Registration No: 1141



As Amended by the  
**Fifth Constitution Amendment**  
(Up-to-date)

Adopted & Approved by  
**The SPLA General Convention**  
held on Tuesday, the 18<sup>th</sup> December, 2012  
At Government Muslim Science College, Hyderabad



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## PROLOGUE

The college teachers of Sindh have always remained proud of their liberal and enlightened thinking, clear-cut ideas about rights and duties-- a mindset to serve not only their own community but down-trodden people of this province also. These ideals are supplemented by their history of untiring struggle and guided by unity among rank and file of the SPLA. Sometimes, the symbol of unity was called SLA (Sindh Lecturers' Association) and at other times it culminated to the status of SPLA (Sindh Professors' & Lecturers' Association).

It has a long history of forward looking evolution: Consequent upon dissolution of the "One Unit" lecturers, who were serving in various Government Colleges of Sindh Province, united themselves under the banner of "Sindh Lecturers' Association or SLA". The Constitution of the SLA was framed and adopted on the pattern of former "West Pakistan Lecturers' Association or WPLA". With the passage of time, in 1989 it was felt that the constitution of SLA was, to some extent, rigid and proving to be unfeasible in certain areas. Therefore, the Provincial Executive Council (PEC) constituted a five-member "Constitution Committee", headed by Professor Liaquat Aziz Solangi. After due deliberations and approval of the PEC, the proposed amendments were presented in the Convention, held on 9<sup>th</sup> November 1990 at Muslim Science College, Hyderabad. Following a heated debate, the amendments were approved, including the amendment, which renamed "SLA" as "SPLA" i.e. Sindh Professors' & Lecturers' Association. Hereinafter it shall be called, the **First Amendment**.

In 1996, the PEC of SPLA considered it expedient to review certain articles of the Constitution in order to meet contemporary requirements.



Therefore, a seven-member Constitution Committee, under the chairmanship of Professor Liaquat Aziz, was formed. The amendments as proposed by the Committee were presented before the SPLA Convention, dated 20th November 1996 held at Muslim Science College Hyderabad. The amendments were adopted with the majority vote. Thus, the **Second Amendment** came into effect.

Once again, on the initiative of various Units, certain amendments were made in the Constitution in the Annual Convention of SPLA, held on 30<sup>th</sup> day of October, 2001 at Muslim Science College Hyderabad. Though minor in substance, but it was **Third Amendment** in the document.

During the tumultuous years of SPLA's history, the PEC constituted a seven-member Committee, headed by Prof. Lal Muhammad Solangi, on December 4, 2003. The Committee proposed drastic changes and put forward to the SPLA Convention held on November 30, 2004 at Muslim Science College Hyderabad. The amendments were approved with majority vote and were incorporated into the statute book as **Fourth Amendment**.

The PEC, finding certain lacunae and loopholes in the basic document of the Association, formed a seven-member Amendment Committee under the chairmanship of Professor Muhammad Siddique Unar (the Scribe) in its first meeting, dated February 2<sup>nd</sup> 2011; held at D.J Science , Karachi. Other members of the committee were: Prof. Muharram Ali Kalhor, Prof. Ghulam Asghar Shah, Prof. Asif Zaidi, Prof. Iftekhhar M. Azami. Prof. Muhammad Yaqoob Chandio Mr. Tarique Mansoor Qureshi. The Committee revisited the Constitution thoroughly, deliberated upon it minutely and tried to settle, even, minor points of dispute, if any, in the book. Following thorough discussions, constructive debates and feed-back from the members/ office bearers, the draft of the amendments was finalized and presented in the SPLA convention held on 18<sup>th</sup> December, 2012 at Muslim Science College Hyderabad. The Convention approved and adopted proposed changes- including those proposed during the session also- certain amendments, additions, deletions, corrections or insertions in the Article # I, II, III, IV, V, VII and VIII. These include:

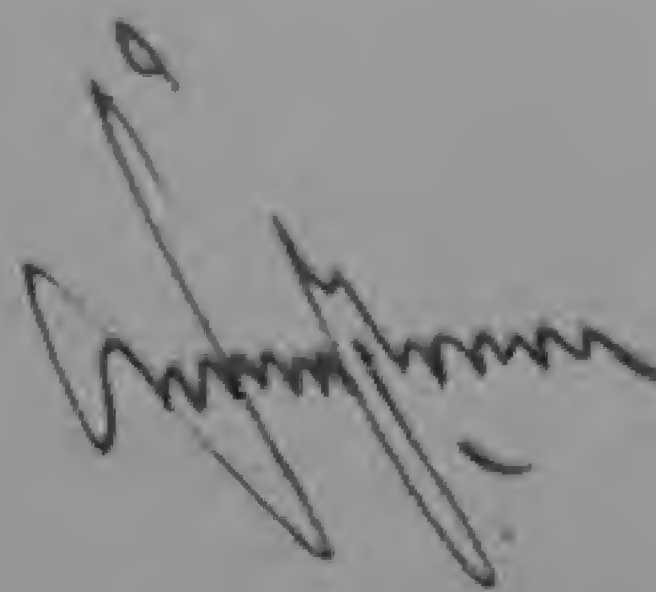


official Monogram, acronym-SPLA, definitions, annual subscription and apportionment thereof, composition of CEC, HPC, REC, DEC, UEC, holding periodic meetings of various forums & quorum thereof, powers of working bodies/ office holders, disciplinary proceedings, bar on formation of any group/association within SPLA, bar on holding same post more than twice consecutively, bar on holding administrative post and elected post concurrently, procedure for amendments, retirement of incumbent office bearer, rectification in composition errors in various clauses/sections, inclusion of membership/ renewal of membership form and delegating authority to re-write and standardize serial numbers of Articles of the Constitution. Consequent upon approval, the **Fifth Amendment** has been incorporated in the constitution of the SPLA.

Finally, with the grace of Almighty Allah, unconditional support of the SPLA members, wise guidance of the Amendment Committee, and confidence of the PEC and authorization of the General Convention; it is a great privilege and honor for me--- as Secretary General of this great entity---- in presenting this document of history, for history--- a history of struggle, that is, before honorable members of my mother Association.

My special thanks to Professor Noor Ahmed Janjhi, the newly elected Additional Secretary (Centre) for his technical support (editing, proof reading and publishing) for bringing out this valuable document.

I feel a sense of relief and satisfaction on fulfillment of this solemn obligation and gentleman's commitment.



Hyderabad,  
dated: 18<sup>th</sup> December, 2012

(Professor Muhammad Siddique Unar)  
*Secretary General*  
Sindh Professors' & Lecturers' Association  
SPLA



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# CONSTITUTION

## SINDH PROFESSORS' & LECTURERS' ASSOCIATION

Registration No. 1141



### PREAMBLE:

Whereas it is expedient to frame a constitution for the Sindh Professors' & Lecturers' Association in order to achieve the aims and objectives enumerated hereinafter. It is hereby enacted and adopted as follows:

## CHAPTER-1

### *Article-1: Definitions*

In the articles of the constitution specified or expressed from the context:

- (1) "Government" shall mean the Government of Sindh.
- (2) "Region" shall mean the area under the administrative control of former Directorates of College Education i.e. Karachi, Hyderabad and Sukkur.



- (3) **“District”** shall mean the Administrative District Controlled by the Government of Sindh and Towns situated in the vicinity of City District Government/Municipal Corporation, Karachi.
- (4) **“Association”** shall mean the Sindh Professors’ & Lecturers’ Association.
- (5) **“Member”** shall mean a college teacher who has once been formally enrolled as a member of the Association and has not subsequently lost his/her status as such, either for non-payment of subscription or as a result of any disciplinary action taken against him/her by the Association. Any member leaving the department for any reasons whatsoever shall ipso- facto cease to be a member. Any member, who prefers an appeal to any relevant authority or institutes a civil suit against termination of his/her services or his/her dismissal shall continue to be a member of the Association till his/her case is finally adjudicated upon.
- (6) **“College Teacher”** shall mean a college teacher employed by the Education Department, Government of Sindh.
- (7) **“SPLA”** shall mean SINDH PROFESSORS & LECTURERS’ ASSOCIATION.
- (8) **“CEC”** shall mean Central Executive Council.
- (9) **“REC”** shall mean Regional Executive Committee.
- (10) **“DEC”** shall mean District Executive Committee.
- (11) **“UEC”** shall mean Unit executive Committee
- (12) **“HPC”** shall mean High Powered Committee.
- (13) **“CABINET”** shall mean all office bearers of a particular elected Body.

## **CHAPTER-2**

### ***Article-2: Name***

The Association shall be called with its acronym “SPLA” and its Monogram shall be artistic combination of book, pen, globe, mottoes (Service, Knowledge, Unity, and Tolerance) and full name of the association.



### **Article-3: Headquarters**

The permanent headquarters of the Association shall be located in Karachi. The President, with the consultation of the Secretary General, shall, however, be authorized to locate the working headquarter or camp office, at any place that he deems fit and proper.

### **Article-4: Aims and Objects**

- (1) To safeguard the rights and interests of its members, both, as a community and individual.
- (2) To preserve, promote, and maintain the integrity/dignity of the members and to strive for the enhancement of the status and grade, commensurate with their role in the society.
- (3) To hold Educational/Academic Conferences, Seminars & Symposia and to give awards to the outstanding teachers for their meritorious services in the field of education.
- (4) To support/encourage its members who undertake research/scholarly work.
- (5) To revive and inculcate traditions, ideals and values of religious education and cultural tolerance in conformity with our National integration, objectives and aspiration.
- (6) To strive for the welfare of the members and betterment of the educational institutions and system thereof as a whole.
- (7) To establish contacts with different bodies of the teachers and other professional associations, forge alliances with them, aiming at improvement of the general conditions of the teaching community in particular and national welfare in general.
- (8) To put forward recommendations for the betterment of Education, with the coordination of social bodies, in order to create awareness among the masses and to eradicate the illiteracy.



### **Article-5: Membership**

Membership of the Association shall be open to all principals, teachers, librarians, DPE's of all cadres, serving in the colleges run by the Education & Literacy Department Government of Sindh and District Governments and City District Government(if any) in the province of Sindh.

### **Article-6: Enrolment**

Any person fulfilling the conditions for being eligible to be enrolled as a member of the Association shall be deemed to have agreed to abide by the rules and regulations of the Association. An applicant shall fill in the membership form (Schedule-IV) in duplicate and submit it along with, his/her membership subscription to the Secretary of the Regional Body through the Secretary of the local Unit/Body. The Secretary of the Regional Body shall retain one copy of his/her form and send the other to the Secretary General of the SPLA Centre.

### **Article-7: Subscription and Extraordinary Funds**

Every member shall be liable to pay to his/her respective local Finance Secretary, subscription fee of Rs.500/- payable in advance in the month of August/ September each year. The local Finance Secretary shall retain Rs.75/- with him/her for contingent expenses of the local Unit, send Rs.75/- to the District Finance Secretary, Rs.175/- to the Regional Finance Secretary and Rs.175/- to the Finance Secretary SPLA Centre. However, Rs.500/- collected as new membership shall be directly deposited with the Finance Secretary SPLA Centre.

(1) All the amounts of the subscription/membership fee, so received shall be, compulsorily, deposited in a scheduled Bank in the name of Regional Body or SPLA Centre, as case may be.

(2) However, in order for timely/full collection of the subscription amount, besides Unit Presidents/ Secretaries/Finance Secretaries, the District President and General Secretaries in their respective Districts and Regional Presidents and General Secretaries in their respective regions shall, ultimately,



be the sole responsible for orderly collection of annual subscription as well as formation/election of the local units.

(3) The Regional Finance Secretary shall also be authorized to collect Rs.500/= per member from units of their respective Regions and divide/deposit it as per laid down procedure.

(4) Division of funds, as envisaged above, shall be mandatory. All tiers of the association shall meet expenditures of their initiated programs from their own recourses. In case of contingency, emergency funds can be raised with the approval of the CEC/REC. provided, that any call given by the SPLA Centre for whole province shall be managed by the each Region/District/Unit at their respective level.

## **CHAPTER- 2**

### **PART-I**

#### ***Article-8: Organization-Unit***

Each Government/Nationalized College, within the province of Sindh, shall have a local unit of the SPLA to be known after the name of that college. Their local Unit/Body shall be affiliated to the relevant Regional Body.

Each Local Unit shall have six office bearers, namely:

- (1) President
- (2) Vice President
- (3) Unit Secretary
- (4) Joint Secretary
- (5) Press & Publicity Secretary
- (6) Finance Secretary

These office bearers shall be elected in the month of August/September every year. The paid member shall be eligible to contest or cast his/her vote in the election of local unit.



## **Article-9: Functions of the Office Bearers**

### **(1) President**

S/he shall convene meetings of the local Unit and preside over them. S/he shall also supervise the work of the local *Unit/Body* and monitor its proper and effective functioning. S/he shall consult the Unit Executive Committee (UEC) in important policy matters. S/he shall be authorized to form committees for special purposes.

### **(2) Vice President**

S/he shall assume and perform all the functions of the president in his/her absence.

### **(3) Unit Secretary**

S/he shall maintain the records, issue notices, make correspondence with the quarters concerned, prepare the agenda for the meetings, maintain minutes and arrange functions connected with the local Unit. S/he shall issue notices of the meetings in consultation with the President.

### **(4) Joint Secretary**

S/he shall assume and perform all the functions of the Unit Secretary in his/her absence.

### **(5) Press & Publicity Secretary**

S/he shall ensure proper publicity of the activities of the local unit.

### **(6) Finance Secretary**

(a) The Finance Secretary shall keep the accounts in proper order.

(b) The president shall be authorized to sanction and approve items of expenditure up to Rs.1000/-In case an item exceeds Rs.1000/ the president shall seek the approval of the Unit Executive Committee before sanctioning it.

(c) The Bank Account of the local Unit shall be operated, jointly, by President and Finance Secretary.



(d) The Executive Committee shall be authorized to inspect the Account Books maintained by the Finance Secretary of the local Unit. The District, Regional and Central Finance Secretary of the SPLA shall also be authorized to inspect and audit accounts of the local Association.

#### ***Article-10: Unit Executive Committee-UEC***

The Executive Committee of the local Unit/Body shall consist of the office bearers of the local Unit and 3 teachers of the respective college as Executive Committee members, nominated by the office bearers of the local Unit. All office-bearers of the respective District body, available in that particular unit, will be co-opted as member(s) of the local Body and shall be eligible to attend the meeting, summoned by the Executive Committee of the Local Unit.

#### ***Article-11: Functions, Meetings & Quorum***

(1) The meetings of the local Unit shall be convened, once a month, by the President of his/her own or on a requisition, signed by at-least 1/3rd of the total members of the local unit and its quorum shall be 1/3 rd of the total members of the local Unit.

(2)The Local Unit is authorized to recommend the names of defaulters in case of non-payment of annual subscription, to District/Region/Center for further necessary action.

### **PART-II**

#### ***Article-12: District Body***

Every administrative District shall have a District Body, consisting of the following office bearers:

- (1) President
- (2) Vice President
- (3) Lady Vice President



- (4) General Secretary
- (5) Joint Secretary
- (6) Lady Joint Secretary
- (7) Press & Publicity Secretary
- (8) Finance Secretary

(a) This condition shall not be applicable to Karachi Region in view of the location of the colleges. At-least ten college units shall form a district Body, irrespective of administrative control and in conformity with the Towns situated in the vicinity of the City District Government/ Municipal Corporation, Karachi.

(b) The office bearers shall be elected in the month of October/November after every two years. The election shall be conducted on ONE MAN ONE VOTE basis.

### **Article-13: Functions of Office Bearers**

#### **(1) President**

S/he shall convene meetings of the District Body and preside over them. S/he shall also supervise the work of the District Body and monitor its proper and effective functioning. S/he shall consult the District Executive Committee in important policy matters. S/he shall be authorized to form committees for special purposes.

#### **(2) Vice President**

S/he shall assume and perform all the functions of the president in his absence.

#### **(3) Lady Vice President**

She shall assume and perform all the functions of the president and Vice President in their absence.



#### **(4) General Secretary**

S/he shall maintain the records, issue notices, make correspondence with the quarters concerned, prepare the agenda of the meetings, maintain minutes and arrange functions connected with the District Body. S/he shall issue notices of the meeting in consultation with the President.

#### **(5) Joint Secretary**

S/he shall assume and perform all the functions of the General Secretary in his/her absence.

#### **(6) Lady Joint Secretary**

She shall assume and perform all the functions of the General Secretary/Joint Secretary in their absence.

#### **(7) Press & Publicity Secretary**

S/he shall ensure proper publicity of the activities of the District Body and keep close liaison with the Local Units.

#### **(8) Finance Secretary**

(a) The Finance Secretary shall keep the accounts in proper order.

(b) The president shall be authorized to sanction and approve items of expenditure up to Rs.1000/- In case an item exceeds Rs.1000/- the president shall seek the approval of the executive committee before sanctioning it.

(c) The Bank Account of the District Body shall be operated jointly by President and Finance Secretary.

The Executive Committee is authorized to inspect the Account Books maintained by the Finance Secretary of the District Body. The Regional and Central Finance Secretary of the SPLA shall also be authorized to inspect and audit the accounts of the District Body.

(d) The District Body shall be responsible for membership of its respective district. The District Body shall refer the problems/matters of the district to Region and SPLA Center.



#### **Article-14. District Executive Committee (DEC)**

The eight office bearers of the District Body, Presidents and Secretaries of the local Units of District concerned shall constitute the Executive Committee. All office bearers of Regional body elected from that district shall be Ex-officio members of the DEC.

#### **Article-15: Tenure, Meetings & Quorum**

The tenure of the District Organization shall be for two years. The DEC meetings shall be convened after every THREE months, by the President/General Secretary or on requisition, signed by 1/3<sup>rd</sup> of the total members. All major decisions shall be taken with the simple majority. The quorum in General Bodies of the District shall be 1/3<sup>rd</sup> of total membership.

### **Part-III**

#### **Article-16: Organization- Regional Body**

There shall be three Regional Bodies; namely Karachi, Hyderabad and Sukkur Regions.

(1) Regional Body shall take necessary steps to remove the difficulties and problems of the Local and District Bodies and deal with all the matters of regional importance at their level. They may seek the help of the Central body of SPLA in important matters. They shall present their problems before the authorities concerned in such a manner, as they may deem fit and proper but in all cases, within the constitutional limits.

(2) The Headquarter of the Regional Body/organization shall be located at the regional headquarter. The President of the Regional Body shall, however, be authorized to determine the working headquarter of the Body at any other place as may be deemed convenient for the purpose.

#### **Article-17: Office Bearers**

Every Regional Body shall have twelve office bearers, namely:



- (1) President
- (2) Senior Vice President
- (3) Vice President
- (4) Lady Vice President
- (5) General Secretary
- (6) Additional Secretary
- (7) Senior Joint Secretary
- (8) Joint Secretary
- (9) Lady Joint Secretary
- (10) Finance Secretary
- (11) Press & Publicity Secretary
- (12) Social, Cultural & Academic Secretary

(a) Eligible members of the SPLA shall elect office bearers of the Regional Body on one man one vote basis of in the month of October/ November after every two years.

(b) The regional Body shall suspend membership of any member in case of misconduct, involvement in malpractices, irregularity in professional duties or promoting anarchy and indiscipline in the organization by the means of propaganda, press, speech or action and shall report the matter to the CEC for final approval and cancellation of membership.

(c) The Regional Bodies shall be sole responsible for membership of their respective Region. The Regional Body shall refer the problems/matters to the SPLA Center.

### ***Article-18: Functions of the Office Bearers***

#### **(1) President**

S/he shall convene meetings of the Regional Body with the consultation of General Secretary and preside over them. S/he shall also supervise the work of the Regional Organization for its proper and effective functioning. S/he shall consult the Regional Executive Committee in important



policy matters. S/he shall be authorized to form committees for special purposes.

**(2) Senior Vice President**

S/he shall assume and perform all the functions of the President in his absence and assist the President in all-important matters.

**(3) Vice President**

S/he shall assume and perform all the functions of the President and Senior Vice President in their absence.

**(4) Lady Vice President**

She shall assume and perform all the functions of the President, Senior Vice President and Vice President in their absence

**(5) General Secretary**

S/he shall maintain the records, issue notices, make correspondence with the quarters concerned, prepare the agenda of the meetings, maintain minutes of the meetings and arrange functions connected with the Regional Organization and keep record of their all activities in consultation with the President. S/he shall keep close liaison with the office bearers of the District Organizations and record of their functioning.

**(6) Additional Secretary**

S/he shall act as General Secretary in his/her absence. S/he shall also assist the General Secretary in his/her day-to-day work of the Association.

**(7) Senior Joint Secretary**

S/he shall act as General Secretary & Additional Secretary in their absence and as Finance Secretary in his/her absence



**(8) Joint Secretary**

S/he shall assist the General Secretary in day to day working of the association.

**(9) Lady Joint Secretary**

She shall act as General Secretary, Additional Secretary, Senior/Joint Secretary in their absence.

**(10) Finance Secretary**

(a) The Finance Secretary shall keep the accounts in proper order.

(b) The president shall be authorized to sanction and approve items of expenditure up to Rs.5000/-. In case an item exceeds Rs.5000/- the President shall seek the approval of the executive committee before sanctioning it.

(c) The Bank Account of the Regional Body shall be operated, jointly, by President, General Secretary and Finance Secretary.

(d) The Regional Executive Committee is authorized to inspect the Account Books maintained by the Finance Secretary of the Regional Body. The Central Finance Secretary of the SPLA shall also be authorized to inspect and audit the accounts of the Regional Bodies.

**(11) Press/Publicity Secretary**

S/he shall ensure proper publicity of the activities of the Regional Organization.

**(12) Social, Cultural & Academic Secretary**

S/he shall be responsible for promoting Social, Cultural & Academic activities of the SPLA in the Region.

**Article-19: Regional Executive Committee**

The twelve office bearers of the Regional Body, Presidents and Secretaries of the District Bodies as fall under the territorial boundary of the Region shall constitute the Regional Executive Committee (REC). All office



bearers of the Central Body, elected from that region shall be the Ex-officio members of the Regional Body. The REC shall take all the major decisions within the constitutional limits. The President shall preside over the meeting of the REC. The quorum of the Regional Executive Committee shall be 1/3<sup>rd</sup> of the total members.

#### ***Article-20: Tenure, Quorum, Meetings & General Body***

The tenure of the Regional Body shall be for two years. The meetings of the REC shall be convened, at least, after every three/four months by the President/General Secretary or on a requisition signed by 1/3 members. However, the Regional General Body meetings shall be convened by the President with the approval of his Cabinet i.e. Regional Body. The quorum of the General Body shall be 1/6<sup>th</sup> of the total membership or 1/4<sup>th</sup> of the member units.

### **PART-IV**

#### ***Article-21: Organization-Central Body***

SPLA shall have a Central Body. There shall be 14 office bearers, to be elected for the term of two years in the SPLA General Convention, in the month of November. Presidents and Secretaries of all the local units shall form Electoral College for the election of Central Body. Central Body shall monitor the affairs of the Regions and the Association as a whole. It shall take all policy decisions, monitor and implement decisions of the CFC in letter and spirit.

#### ***Article-22: Office Bearers***

Central Body shall have fourteen (14) office bearers, namely:

- (1) President
- (2) Senior Vice President (Karachi)
- (3) Vice President (Hyderabad)



- (4) Vice President (Sukkur)
- (5) Lady Vice President
- (6) Secretary General
- (7) Additional Secretary
- (8) Joint Secretary (Karachi)
- (9) Joint Secretary (Hyderabad)
- (10) Joint Secretary (Sukkur)
- (11) Lady Joint Secretary
- (12) Finance Secretary
- (13) Press/Publicity Secretary
- (14) Social, Cultural & Academic Secretary

### ***Article-23: Functions of the Office Bearers***

#### **(1) President**

(a) S/he shall preside over the meetings of the Central Body, Central Executive Council, High Powered Committee, General Convention and General Body. The President shall be authorized to approve and sanction all the items of expenditure in case of emergency with the consultation of Secretary General.

(b) S/he shall also supervise and monitor work of the Central Body as well as proper and effective functioning of the Association. S/he shall consult the CEC in all policy matters. S/he shall constitute committees for special purposes. He is empowered to take decisions, pertaining to disciplinary action against any office bearer/member or in case of emergency or dispute by taking Secretary General into confidence.

#### **(2) Senior Vice President**

S/he shall act as President in his/her absence.



### **(3) Vice President**

S/he shall have the same powers, duties and functions as entrusted to the Vice President in a Regional Body.

### **(4) Lady Vice President**

She shall have the same powers, duties and functions as entrusted to the Lady Vice President in regional Bodies.

### **(5) Secretary General**

S/he shall maintain the records, issues notices and conduct meetings. S/he shall be responsible for doing correspondence with the authorities concerned. S/he shall prepare minutes and agenda of the meetings and execute the decisions arrived at the meetings. S/he shall also keep liaison with office bearers. S/he shall convene General Convention, General Body and meeting of the Central Executive Council and High Powered Committee with the consultation of the President.

### **(6) Additional Secretary**

S/he shall perform the duties of the Secretary General in his/her absence and shall assist Secretary General in day-to-day work of the Association.

### **(7) Joint Secretary**

S/he shall act as Secretary General in the absence of the Secretary General and the Additional Secretary and furthermore as Finance Secretary in his/her absence. S/he shall also assist the Secretary General in his/her day-to-day working of the Association.

### **(8) Lady Joint Secretary**

She shall have the same powers, duties and functions as entrusted to the Lady Joint Secretary in a Regional Body.



### **(9) Finance Secretary**

*(a)* The Finance Secretary shall keep the accounts in proper order.

*(b)* The president shall have authority to sanction / approve items of expenditure up to Rs.10, 000/- In case an item exceeds Rs.10, 000/- he/she shall seek the approval of the Central Cabinet before sanctioning it.

*(c)* The Bank Account of the Central Body shall be operated, jointly, by President, Secretary General and Finance Secretary.

*(d)* The Central Body shall be authorized to inspect the Account Books, maintained by the Finance Secretary of the Regional Body. The Central Finance Secretary of the SPLA shall also be authorized to inspect and audit the accounts of the Regional Bodies.

### **(10) Press & Publicity Secretary**

S/he shall ensure proper publicity of the activities of SPLA as a whole as well as its component parts in all important matters.

### **(11) Social, Cultural & Academic Secretary**

S/he shall be responsible for holding Social, Cultural & Academic activities of the Association.

### **Article-24: Tenure & Quorum**

The tenure of the Central Body shall be for two years. In case of emergency, the Central Executive Council (CEC) can propose appropriate extension in the tenure of the elected bodies to the General Body of the SPLA. The tenure can be extended subject to the approval of the General Body. The quorum of the General Body shall be 1/3rd of the member Units. The Central Body is empowered, through Secretary General, to summon the meetings of the High Powered Committee and Central Executive Council and take decisions in case of emergency.



## **Article-25: Central Executive Council (CEC)**

(1) The affairs of SPLA shall be governed by a Central Executive Council comprising of the fourteen office bearers of Central Body, the office bearers of three Regional Bodies, Presidents and General Secretaries of the District Bodies and twelve nominated members for the Central Executive Council (four members from each region to be proposed by the respective Region. At least one of them shall be a principal amongst the principals of that particular region). The CEC shall hold, at least, three meetings in a year and the quorum shall be 1/3rd of the total membership, provided that minimum participation of all regions shall be mandatory for the meeting. The decisions of the Central Executive Council of SPLA shall be final. All affiliated, Regional District & Local Bodies shall be responsible to act upon the decisions of CEC.

(2) The Central Executive Council shall nominate 12 members for the PEC with the consultation of Regional Bodies. The said members shall be nominated in the first meeting of the CEC after Elections.

(3) The CEC shall appoint/nominate office Secretary for the Central and Regional Secretariats in order to maintain proper record of the Association.

(4) The CEC shall appoint an Auditor to audit the financial matters of the Center, Regional and District Bodies.

(5) The CEC shall appoint legal advisor(s) for legal matters/litigations of the SPLA.

(6) The CEC shall be authorized to approve and sanction all the items of expenditure.



## CHAPTER-4

### PART-I

#### **Article-26: Disciplinary Proceedings**

(1) If a member indulges himself/herself in violation of Code of Conduct or involves himself/herself in examination related malpractices or does not discharge professional duties diligently/honestly, defaults in payment of annual subscription or takes part in false/fabricated propaganda against SPLA or issues pamphlets contain offensive language against elected office bearers of the SPLA, the local unit shall be competent to recommend disciplinary action against such member(s) to the Regional Body for the suspension of the basic membership and initiation of appropriate proceedings.. The Regional Body shall be authorized to suspend membership of such member(s) and will recommend, if needed, to the CEC for cancellation of basic membership of such members after giving them proper opportunity for explaining their position or defending themselves.

(2) The CEC shall be competent to suspend, cancel or terminate any office bearer or common member from his/her basic membership or post directly if s/he is, *prima facie*, involved in creating indiscipline and anarchy in the rank and file of the SPLA and is using name or letter-pad of the association unauthorizedly.

(3) Any violation of hierarchical order/norm shall tantamount to misconduct and liable to disciplinary action.

(4) If any lecturer, Assistant Professor, Associate Professor, Professor, Director Physical Education (DPE) or Librarian forms any separate forum or association; on any grounds, becomes its member or office bearer of the same; shall stand ceased to be member or office bearer of the SPLA immediately; without resorting to any disciplinary proceedings.



## PART-II

### **Article-27: Amendments of Constitution**

(1) Process of amendments in Constitution may be initiated on the proposal of the CEC or on the recommendation of a Regional Body and seconded by another Regional Body.

(2) The CEC shall be competent to form a Constitution Amendment Committee for amendments in the Constitution of the SPLA, as proposed under clause-1 above.

(3) All the proposed amendments deliberated upon as per clause-2 above shall be submitted to the CEC for onward transmission to the SPLA General Convention or special Convention convened for the purpose.

(4) All the amendments shall be made by a convention of the SPLA. The quorum of the Convention shall be 50% of the Electoral College, which elects the Central Body. An amendment shall be made if approved by, not less than, 2/3 majority of the Convention.

(5) Any of the 30 units OR FIVE Districts may also originate process of amendments in the constitution through their respective Regions and follow the procedure as envisaged in clauses 1 to 4.

## PART-III

### **Article-28: No Confidence Motion**

(1) In case any local Body/Unit desires to move a Vote of No Confidence against any office bearer of the unit, it shall give one month's notice of such motion, seconded by 1/3<sup>rd</sup> members of the local unit. The office bearer against whom a vote of no confidence is moved shall have right to explain and defend his/her position in the meeting. The unit shall pass or reject such motion with simple majority.

(2) In case of no confidence against any office bearer of District/Region, Center / member of the CEC of SPLA, the 1/3<sup>rd</sup> members of



the Executive Committee/Council concerned can move a vote of no confidence. The procedure of no confidence motion shall be same as is in the units.

## **PART-IV**

### **Article-29: Miscellaneous Provisions, Interpretation of the Constitution**

(1) The Central Body of the SPLA, on the request of Executive Committee of the Local, District or Regional Body, shall interpret any ambiguous point in the Constitution in order to facilitate smooth working of the association, provided that such interpretation shall not be in conflict with any provision or spirit of the Constitution.

(2) The elected bodies of the Unit, District, Region and Center shall hold periodic meetings before any other higher level meeting, as a Cabinet, in order to finalize strategy/homework for the event.

(3) The General Body of SPLA Center shall consist of all the Unit Presidents and Secretaries of the local Units. The quorum of the General Body shall be  $1/10^{\text{th}}$  of the total membership or  $1/4^{\text{th}}$  of total Unit President and Secretaries.

(4) The High Powered Committee (HPC) of the SPLA shall consist of the President, Senior Vice President, two Vice Presidents (Hyderabad & Sukkur), Secretary General and Additional Secretary of the Centre and the Presidents as well as General Secretaries of the Regional Bodies. The HPC shall meet in case of emergency and shall take decisions on the behalf of CEC. It will be competent to call the General Body in order to form Central Action Committee for running affairs of the SPLA, if contingency arises.

(5) The Central and Regional Bodies shall be competent to print prescribed membership forms, cards, receipts and relevant printed material for the SPLA Center, Region, District and Local Bodies.

(6) The CEC shall be competent to form the appellate committee consisting of three members from amongst the members of the Central Executive Council to redress the grievances of any member pertaining to all kinds of matters. No member can seek help from the Court of Law, in any



case, without appearing before the Appellate Committee constituted by the CEC of the SPLA.

(7) The CEC shall be competent to fix appropriate venue for the SPLA Convention on the request of any Regional Body.

(8) The Local, District, Regional and Central Executive Committees shall meet after every one month, three months, three/four months and four months respectively.

(9) Amended constitution is in force with effect from the Eighteenth day of December two thousand twelve.

## **CHAPTER-5**

### **Article-30: Elections**

(1) The Central Executive council shall be competent to form election commission for fair and impartial conduct of elections of the SPLA Center, Region and District Bodies in the months-- October to December after every two years.

(2) The Election Commission for Center shall consist of its chairman and two members from each Region and shall delegate powers to and monitor working of the Regional/District Election Committees.

(3) The Election Committee for Regions and Districts shall consist of its chairman and one member of each district.

(4) The Election Commission of Center shall be competent to frame rules and regulations for fair and impartial conduct of election and to open Bank Account in *its* name.

(5) The Central Election Commission will frame format of nomination forms, withdrawal forms, ballot papers or any other form/document, if required.

(6) The decisions of Election Commission Centre, Election Committees Region/District; pertaining to elections shall be final.

(7) The suspended or terminated member shall be ineligible to contest in election of Central, Regional, District or Unit Bodies.



(8) Election Commission shall not be responsible for any postal/mail delays. The Candidates shall be solely responsible to ensure timely submission of their nomination forms and fee to the Chairman/member of the election Commission. In case of rejection of nomination form, no fee shall be refunded.

(9) An eligible member (i.e. one who has paid the annual fee for the year) cannot propose/second for the same post more than once.

(10) All the prospective candidates their proposers and seconders are required to put same signatures, which their National Identity Card (CNIC) bears. The signatures on the nomination forms should be attested either by the Principal or a teacher (not below the rank of Assistant Professor) of the college concerned. Attesting officer must put their official stamp with name legibly written.

(11) Nomination forms without fee or vice versa will not be accepted. Nomination forms thus received will be rejected and fee will be forfeited.

(12) All representations/revisions/appeals may be addressed to the chairman of the respective election Commission/Committee of Centre, Region/District Bodies concerned.

(13) Any decision pertaining to the election, taken by the Election Commission shall be final and cannot be challenged in any Court of Law.

(14) Election Commission reserves the right to withdraw, cancel, amend and add any or all instructions at any time. It can also alter/change/revise its decisions at any stage of the election in view of the material/proof provided to it which necessitates such an action.

(a) Anarchical trends/misconduct unbecoming of a candidate shall be strictly dealt with by disqualifying the candidate if:

(i) S/he is arrogant/ rude to the election staff/office;

(ii) S/he involves himself/herself in any kind of electoral malpractice;

(iii) S/he tries to disrupt the process of Election;

(iv) S/he attempts to indulge in rumour-mongering or false propaganda against the Election Commission, his opponent or any other member;



(v) S/he exerts pressure in any form on the Election Commission.

(15) If any candidate propagates against the opponent candidate on the basis of caste, creed, color, race and religion etc., shall not be eligible to contest in any election, if the charges against him are proved.

(16) No member shall hold any elected office/post in the organizational set-up of the SPLA, or who is, for the time being, working on any administrative post, i.e. Principal, District Education officer, Regional Director, Director General or so on so forth.

(17) No office-bearer shall hold same post for more than two consecutive terms.

(18) No member shall seek any elected office/post of the SPLA whose remaining service in the Education Department is less than TWENTY months or shall not continue working on association-office for more than FOUR months. Provided that whichever occurs firstly.

*THE END*



## SCHEDULE-I



### Schedule of Dates:

The Election Commission for SPLA, Centre may change dates given below as the circumstances may require, with consultation of the CEC/HPC.

### Appointed Dates:

1. Issuance of notice inviting nomination.....
2. Publication of preliminary Voter Lists.....
3. Claims for and objections against entries in the preliminary Voter Lists.....
4. Publication of final list of voters.....
5. Receipt of final list of voters.....
6. Scrutiny of nomination papers.....
7. Preparation and announcement of the list of nominated candidates.....
8. Withdrawal of nomination.....
9. Issuance of notification of Election & final list of nominated candidates.....
10. Election..... Date.....  
Day..... Hours.....  
Place.....
11. Consolidation of the results.....
12. Official announcement of election results.....

CHAIRMAN &  
PRESIDING OFFICER



## SCHEDULE-II



### NOMINATION FORM

The chairman,  
Election Commission Center  
Region/District/Local Bodies

I propose Mr./Miss/Ms./Dr.....for the post of  
.....at the ensuing election.

Name of Body ..... under *Article-12(b)/17(a)/21 of the Constitution OF SPLA.*

Date.....

Attested

(Signature)

Official Stamp of Principal/Professor

Signature of the Proposer

Full Name.....

Designation.....

S.No. in the Electoral List.

I second the above proposal

Date.....

Attested

(Signature)

Name & Designation

Official Stamp of Principal/Professor

Signature of the Seconder

Full Name.....

Designation.....

S.No. in the electoral List-



I accept the above nomination

Attested

(Signature)

Name & Designation,

Official Stamp of Principal/Professor

Signature of the Candidate

Full Name.....

Designation.....

S.NO. in the electoral List

---

**To be filled by the Election Cell**

1. Sr. No. of the proposer.....
2. Sr. No. of the Seconder.....
3. Sr. No. of the candidate.....
4. Date & Time of receipt of the nomination form.....

(Chairman/Member)

Election Commission

SPLA Center/Region/District

---

We have examined this nomination form in accordance with the terms/conditions announced by Election Commission.

1. Found in order and accepted for contesting the election. OR
2. Rejected on account of the following reasons

.....

.....

.....

(Chairman/Member)

Election Commission

SPLA Center/Region/District



## SCHEDULE – III



### BALLOT PAPER

Election of SPLA for the Center/ Region/ District/ Local Bodies

201...-. 201.....

Under *Article-12(b)/17(a)/21 of the* constitution to be held on .....

Every voter shall be titled to cast only one vote for each candidate.

Name of posts	Name of candidates (In alphabetical order)	Tick Mark against the names of Candidates in the space below
1. ....		
2. ....		
3. ....		
4. ....		
5. ....		
6. ....		

Signature of the Presiding Officer

Polling Station ( )

The Ballot paper shall be rejected if:

- There is any mark other than the Tick (✓) mark.
- The Tick (✓) mark is not at proper place.
- There are more than the required number of Tick (✓) marks.
- The identity of the voter is disclosed by any means.
- There is overwriting.
- The ballot paper is left blank

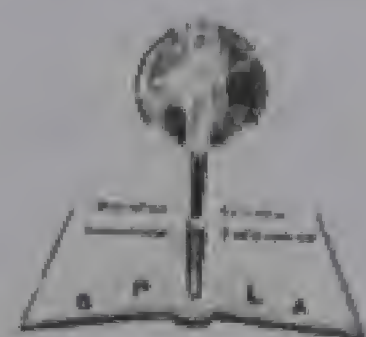


# **Sindh Professors' & Lecturers' Association**

## **(Registered)**

(Registration No.1141)

### Application for Membership/Renewal of Membership



Govt \_\_\_\_\_ College Unit \_\_\_\_\_ Membership No. \_\_\_\_\_

(No. To be allotted by the Central Secretary General)

The Secretary General,  
Sindh Professors' & Lecturers' Association (SPLA)

Please renew my/enroll me as member of the Association, under Article -5/6 of the constitution. The Annual Subscription/ membership fee, amounting to Rs.500/- is being sent herewith.

Name: Mr/Mrs/Miss \_\_\_\_\_

Father's name \_\_\_\_\_

Position held at present \_\_\_\_\_

Date of entry into service as Lecturer/ DPE/Lib \_\_\_\_\_

Date of promotion as Assistant Professor or to a higher grade \_\_\_\_\_

Date of promotion as Associate Professor or to a higher grade \_\_\_\_\_

Date of promotion as Professor or to a higher grade \_\_\_\_\_

Date of Birth \_\_\_\_\_ Qualification \_\_\_\_\_ Subject \_\_\_\_\_

Present Address \_\_\_\_\_

Permanent Address \_\_\_\_\_

Telephone # \_\_\_\_\_ Cell # \_\_\_\_\_

Email Address \_\_\_\_\_ Domicile \_\_\_\_\_

Yours Faithfully

Name & Signature of the Applicant

Date \_\_\_\_\_



FOR OFFICE USE ONLY

Mr./Mrs./Miss \_\_\_\_\_ has paid membership/  
renewal subscription for the year \_\_\_\_\_ and has been enrolled as  
a member.

Signature of Unit Secretary

Government \_\_\_\_\_ College Unit

Secretary General

SPLA





### Dissolution of The Association

In case the Bodies are dissolved or become defunct, their assets shall not be divisible among its members, but shall be transferable to the succeeding Bodies or to the competent authority as laid down in the act.

This amended constitution was passed by the SPLA in its convention held on December, 18th 2012 at Muslim Science College, Hyderabad.

Dated: 18th December, 2012

(Professor Muhammad Siddique Unar)  
Secretary General, SPLA  
Chairman  
Constitution Amendment Committee



